

Cover Up!

*Hoffa lied about pension cuts to sell weak contracts.
What he knew and when he knew it.*

A TDU Special Report

Documents obtained by TDU prove James Hoffa knew in early 2002 the Central States Trustees were considering benefit cuts.

The warning came before Hoffa negotiated the UPS, freight, and carhaul contracts. Hoffa sold these contracts on the promise that our benefits would be secure.

Now documents reveal that Hoffa knew better. The "Best Contract Ever" promise wasn't just a sales job. It was a lie.

Hoffa has denied he had any knowledge the fund was in trouble until *after* the 2002 and 2003 agreements were negotiated.

But a report written by the Central States Special Counsel William Saxbe—obtained by TDU—warned Hoffa that pension cuts would be on the agenda if employers didn't adequately increase their pension contributions.

Instead of taking on UPS, freight and carhaul employers to

win the necessary increases, Hoffa hid the problem—and the report—from Teamster members.

Then Hoffa sold the 2002 and 2003 contracts by promising that our benefits would be secure.

See inside for TDU's complete coverage of the Saxbe report and its fallout for working Teamsters.

► **Inside the Saxbe Report:** What Hoffa knew and when he knew it. Page 6.

► **The Central States Pension Crisis Affects Us All:** A Teamster viewpoint by Jim Jacob. Page 8.

"Because you want the facts, it's time to Join TDU."

"TDU digs for the truth and puts the facts in your hands so you can make informed decisions about your future. You can't put a price on that. If you could, it would be a heck of a lot higher than 40 bucks a year. Join TDU today!"

Al Wilkins, Roadway Express
Local 519, Knoxville, Tenn.



"You can be certain that I would **not** have recommended **any** contract if **we knew** at the time we would be looking at **reduced benefits** down the road."

President James Hoffa, December 11, 2003



"**Losses**, such as the year 2000 and 2001 asset losses the Fund incurred, **must be made up** over a 15-year period **by employer contributions...Contributing employers** must cure the funding deficiency by making **additional contributions.**"

Report by Central States Special Counsel William Saxbe, May, 3, 2002

Join TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*.

____ \$95 three-year membership fee.

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year.

____ \$25 for retirees. Retired from Local _____.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Letters From Our Members

Message to Hoffa

Mr. Hoffa, I am holding you personally responsible for the debacle with my pension and health and welfare. I cannot and will not vote for you or anyone you have in office now. You have set our union back 30 years.

David Girard
Local 332, Yellow-Roadway
Flint, Mich.

Unity and Solidarity

Yes I think Teamster power is fading, but that's only because a lot of us Teamsters members are sitting back on our butts, feeling sorry for ourselves. It's about time we all wake up, get it together, go to our local's meetings get involved. Unity and solidarity make a strong union.

It's about time for those of us in LTL to get involved with our locals on organizing the nonunion carriers that are getting our freight. There's a lot of them that want a union, but are a little scared to do something. Yes there was Overnite, messed up, but do it right this time with the others.

Yes we got it in the butt with the pension and health and welfare, but that could get a lot worse if we don't get some of these carriers organized soon. Our

benefits are not as bad as some of the nonunion carriers; ours are great compared.

If TDU would use their mud slinging to help the Brotherhood of Teamsters get these nonunion carriers organized, instead of on other things, we may be able to get some organized.

Let's get rid of the negativity and do the positive.

This probably will not get printed.

Unity and solidarity!

Dennis Hammond
Local 20, Roadway
Toledo, Ohio

Get Involved!

We've heard this so many times over the years as Teamsters, but it means more than ever now. There is only one way to stop fat cat union officials from destroying our families' health and welfare and our pensions.

Send in that \$40 a year and join TDU. As part of this organization I can guarantee you two things: the truth and the education we need to fight this attack on us and our families.

You will be put on a very important mailing list to get all of the truth you need. You can distribute this information at your workplace, and set up pension reform meetings in your

area.

Fat cat union officials are receiving three and four pensions and making hundreds of thousands of dollars a year and telling us to take pension and health and welfare cuts. We need to tell them no.

We need everyone to join TDU and distribute *Convoy Dispatch*, the most important tool in the reform movement.

Mike Solomon
Local 270, UPS
New Orleans

Check Out TDU Website

I am glad to have found this [www.tdu.org] website. All I hear from Local 612 is lies! Great website, I will be visiting often. Thanks again.

William A Jackson
Local 612, UPS
Birmingham, Ala.

Impeach Hoffa

Hoffa's team is no different than the Enron Greed Team, and others like them. He should be impeached. There is no reason we cannot all share the benefits we were promised. If the Teamsters are to be fiscally responsible, let's clean house with our votes and bargaining power.

Richard Blair
Local 179, Raspolich Material
Joliet, Ill.

Breaking News in the Teamsters Union?

Go to
www.tdu.org
for the
latest updates!

TDU International Steering Committee

Co-Chairs:

Joe Fahey, Watsonville, Calif., Local 912
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 311

Members:

John DePietro, Syracuse, N.Y., Local 317
Jona Fleurimont, New York City Local 854
Frank Halstead, Los Angeles Local 572
Jim Jacob, Providence, R.I. Local 251
Roy Kruchten, Chicago Local 705
Sandy Pope, New York City Local 805
Dawn Stanger, Vermont Local 597

Alternates:

Larry Macdonald, Atlanta Local 728
K.W. Phillips, Memphis Local 667
Bill Sercombe, Jackson, Mich., Local 164

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROUD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 2003 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. e-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225 Phone: (718) 287-3283. Fax: (718) 287-3287. e-mail: tdueast@tdu.org

E-Mail Your Letter

Either visit our web page at

www.tdu.org

and use the link

provided there,

or e-mail your

letter to let-

ters@tdu.org.



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TDU History

How the Reform Movement Has Changed the Teamsters Union

(This is the first article in a series on the history of TDU.)

Beginnings

In 1976 the Teamsters Union was in big trouble. Union leaders had allowed organized crime to infiltrate the highest levels of the union. The mob was raiding members' pension funds to build casinos in Las Vegas. Teamster officials were taking payoffs from employers and selling out the members. "There is no jurisdiction of safety within our ranks," a Los Angeles

won. (The union leadership later gave away the unlimited COLA in 1982.)

TDU is Formed

At about the same time that TDC began, UPS workers concerned about the attack on their working conditions started their own organization, UPSurge. On June 5, 1976, 35 TDC and UPSurge members from various cities met in Cleveland to form a new group that would unite freight and UPS Teamsters. They

"People were actually trying to say something that I had felt for several years, that the union belonged to the members, not to the officials."

Keith Gallagher

Pennsylvania Local 229, Roadway dockworker
Describing the TDU founding convention

Teamster said at the time, "and anyone who speaks with conviction shall be haunted by a specter of fear."

Teamsters for a Decent Contract

It was in these difficult circumstances that a small group of freight Teamsters met in Chicago in late 1975 to talk about the national freight contract being negotiated the following year. They drew up a list of contract demands and made plans to print and distribute a brochure to freight workers and organize meetings around the country. The group called itself Teamsters for a Decent Contract (TDC).

TDC distributed thousands of flyers to freight Teamsters, organized meetings in dozens of cities, and held a demonstration in front of IBT headquarters in Washington, D.C. They demanded that Teamster President Frank Fitzsimmons hold the line for a strong contract. The small group grew in numbers as freight workers responded to their message.

The *New York Times* wrote that TDC was "creating a tremendous pressure on Mr. Fitzsimmons to bring home a contract that he can sell to the membership." Under this pressure, Fitzsimmons called the first national strike in the Teamsters' history. TDC pushed hard for an unlimited cost of living allowance clause and it was

called themselves Teamsters for a Democratic Union (TDU). TDU's goal would be to build a rank-and-file movement to reform the union and fight for strong contracts.

TDU took its message to the 1976 Teamster Convention in Las Vegas. TDU's only delegate, Pete Camarata, proposed convention resolutions calling for direct election of officers, a limit on officers' salaries and the right to a separate vote on contract supplements. The proposals were ignored. Later, Camarata was beaten by thugs outside the convention.

Teamster President Fitzsimmons told the convention that reformers could "go to hell." TDU leader Doug Allan responded that they would "go to hell and back to reform the union."

First TDU Convention

On Sept. 18, 1976, nearly two hundred Teamsters met at Kent State University in Ohio for TDU's founding convention. In some locals, members took up collections to be able to send a representative. "It was exciting, it was new, it was dynamic," said Pennsylvania Roadway dockworker Keith Gallagher of that first convention. "People were actually trying to say something that I



Demonstration in Detroit over the 1979 National Master Freight Agreement.

had felt for several years, that the union belonged to the members, not to the officials."

Members voted to form a national organization with local chapters. The group drafted a constitution stating that, "The object of this organization is to build a national, unified movement of rank-and-file Teamsters that is organized to fight for rank-and-file rights on the job and in the union." They also decided to reach out beyond TDU's base with truck drivers and dock workers, and include Teamsters from all industries.

The new organization drew up a ten-point "Rank-and-File Bill of Rights" to be their program. Some of the items in the TDU Bill of Rights included:

- direct election of officers
- majority rule on contract votes
- fair grievance procedure with innocent until proven guilty provisions
- no multiple salaries for union officials
- an end to race and sex discrimination
- 25-and-out pensions

In the coming years, TDU would win many of these goals and make substantial progress on others.

Organizing, Strikes, Contracts

TDU members returned from the convention to organize on the shop floor and at the union hall. Some introduced motions to democratize

their local union bylaws. Some ran for local union office.

TDU organized members at UPS, freight, steelhaul and carhaul to push for stronger contracts during negotiations in 1979. That year, some carhaulers and steelhaulers went out on wildcat strikes demanding contract improvements. After a four-week strike, steelhaulers won higher pay, sick days and a fuel allowance. In carhaul, the union imposed a poor agreement even though the majority of members voted it down.

A United Movement

In addition to TDU another reform group existed, the Professional Drivers' Council (PROD). PROD initially focused on truck driver health and safety, and later took on issues of corruption and union democracy. While TDU generally had more experience with contracts and union elections, PROD had more experience in litigation and lobbying. Both groups had a base among Teamster members throughout the country.

In late 1979, PROD and TDU members approved a merger of the two groups. At the convention where the TDU-PROD merger was ratified, Oakland carhauler Bill Slater told members, "Our time will come, and when it does, we must be prepared." The rank and file were now united to face the challenges ahead.

Next issue: *Winning the Fight For Democracy*

UPS Raises Retiree Health and Welfare Costs

UPS is jacking up the cost of its retiree health and welfare plan for many members to match cost increases by the Central States Health and Welfare Fund. The change affects UPS Teamsters covered by the Central Region UPS Supplement who are in the company's health and welfare plan.

Places where UPS is implementing the changes so far include St. Louis, Omaha, Des Moines, and Michigan.

Huge Cost to Retirees

The cost to many UPS Teamsters could be tens of thousands of dollars. For example, members under age 57 who retire before the end of this year will pay \$1,020 each month for health coverage for themselves and their spouse. After the end of this year, members who retire before age 57 will not be eligible for health insurance

at all.

These major changes were announced in a one-page letter from UPS that did not even give an address or phone number that members can contact for more information.

Outraged members are demanding answers. St. Louis Teamsters are pointing out that they are not even in the Central States Pension Fund but a separate Local 688 fund.

In Omaha, nearly 100 Teamsters attended a CSPIC meeting just before the changes were announced and are now focusing on this new challenge.

"One thing we are asking UPS," Local 554 Teamster Kevin Proups said, "is why did you pick this point in time, a time of tremendous growth in profits, to make these cuts to benefits? Is it just

because you could?"

This latest attack shows the need for rank-and-file unity between Teamsters in different benefit funds in the fight to protect our retirement security. Members affected by UPS's attack on benefits need to join the effort to win account-

ability from the UPS and Central States benefit funds.

To get involved in the fight against the benefit cuts, or if you have more information about benefit changes in your area, contact TDU at 313-842-2600 or www.tdu.org.

Worker Electrocuted; Evidence Tampering UPS Hit with \$70,000 OSHA Fine in Fatality

Mark Hills was electrocuted while performing a task that thousands of UPS workers do every day: trying to free a package stuck under a conveyor chute. Damage to lighting in a trailer and a lack of proper grounding led to an entire trailer becoming energized. When Hills touched the trailer while standing on the platform he became the ground and was electrocuted.

According to Utah OSHA, UPS then "deliberately and knowingly removed and/or altered equipment, materials or other evidence." UPS failed to tell OSHA at the beginning of the investigation about having tampered with the accident scene and later responded that they were unfamiliar with actions to take regarding a fatality.

UPS's plea of ignorance didn't wash

with OSHA. UPS has a well-documented history of experience with OSHA, and with fatalities on the job. A recent study by TDU showed that OSHA conducts hundreds of workplace inspections of UPS facilities. Fatalities, while rare, do occur.

According to the OSHA report on this case, for UPS "to claim unawareness was not understandable or a feasible excuse." For illegally removing equipment, OSHA fined UPS \$70,000. An additional \$1,700 fine was levied for the electrical equipment hazards that led to Hills' death.

Electrical hazards are one of the most common problems cited during OSHA investigations of UPS facilities. Mark Hills' death is a reminder that these hazards need to be taken much more seriously by UPS.

UPS & Downs

Another Blow to UPS Attack on Benefit Funds

On Feb. 27 a U.S. District Court ordered UPS to pay more than \$920,000 in attorneys' fees to a group of pension and health funds. The funds had successfully argued that UPS owed delinquent fund contributions for hours worked by UPS employees in excess of an eight-hour day (*New York State Teamsters Conference Pension & Retirement Fund v. United Parcel Service Inc.*).

This court decision on fees follows a 2002 decision by the district court that UPS had failed to make proper contributions to the benefit funds for hours worked in excess of the eight hour day. The court also ordered UPS to pay contributions for time employees spent in orientation sessions, as well as for employees' unused sick leave, holiday pay, vacation pay, workers' compensation and disability pay, and for jury duty, funeral leave, and military leave.

In another case ruled on by an arbitrator last month, UPS was ordered to pay millions of dollars to Teamster benefit funds in Virginia. That ruling stemmed from an attempt by UPS to argue that they did not have to pay fund contributions while employees were on vacation.

Will You Get What You Are Owed in Progression Pay Case?

Recently an arbitrator ruled that UPS had violated the contract by forcing drivers into a double pay progression. The IBT has claimed that \$50 million in backpay is owed Teamster members. To get anywhere near that figure local unions have a great deal of work to do compiling pay records and computing what is owed. Is your local on top of this big project? Better check.

UPS Expands Mail Innovations Division

In the past year UPS has gained a foothold into and greatly expanded its Mail Innovations Division. Just recently the company opened two new processing centers, in Chicago and Hartford, Conn. Eleven such centers are reportedly up and running. They mark an incursion by UPS into a segment of the business long dominated by smaller mailing houses that handle flats, circulars and publications.

Add this to the growing list of UPS nonunion divisions. If we had won improved organizing rights in the last contract, such as card check, or insisted on bringing divisions under contract, we could also add this to the growing list of priority Teamster organizing targets — and perhaps victories. This should be a priority for our next contract.

UPS Basic Grievance Scheduled for Hearing

The national panel will hear a grievance challenging UPS's subcontracting of work to the U.S. Postal Service in April. When UPS first started the new UPS Basic service last fall, the IBT said strong action would be taken to stop this contract violation, yet no campaign has been built to organize pressure on UPS.

Make UPS Play by The Rules

Guide to Enforcing the UPS National Contract

This 160-page pocket-sized booklet includes all of the major contract articles are covered in an easy-to-use format. \$10 each; \$8 for 5 or more.

Send me _____ copies.

Enforcement Brochures

TDU has produced contract enforcement fact sheets on supervisors working and getting the pay that UPS owes you. Both can be downloaded from www.tdu.org, or members can request a copy from TDU.

Please send me:

- ☐ Are You Giving UPS Money Out of Your Pocket
- ☐ Supervisors Working?

Total enclosed \$ _____

Visa/Mastercard # _____ Exp. ____/____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to TDU, Box 10128, Detroit, MI 48210

Teamster
Rank & File

Guide
to Enforcing
the UPS
National
Contract

New Hours of Service Regs

Working Conditions, Safety at Risk

On Feb. 20, Teamster Freight Director Tyson Johnson gave Trucking Management the union's proposals for implementation of the new Hours of Service regulations. Management has a duty to bargain over changes in work rules, and the union has the power and duty to bargain over and above the minimum legal standards set by the OMC. Unfortunately, Johnson's position is a betrayal of that duty, especially regarding the issue of calls on 8-for-10 and the 34-hour reset. What follows is a statement on this issue circulated by Atlanta Yellow Road Steward Jimi Richards.

I was in Memphis in mid-March and noticed the road drivers had posted a letter dated Feb. 20, 2004 from Southern Region VP Tyson Johnson laying out the IBT's proposals on the new Hours of Service. As of March 15 this letter was never released by our own Local 728. Now I know why. The outrage and fall-out is now being started by the drivers who are feeling betrayed!

To my dismay, I read that VP Tyson Johnson made the proposal that extra-board drivers **could not** reset their hours after being off for 34 hours. The Federal

Motor Carrier Safety Administration rules state that a driver "may" reset his/her hours at their own will.

Now VP Johnson is proposing that an extra-board driver cannot, but bid drivers **can** reset their hours after being off for 34 hours? That is discriminatory to a driver who chooses to run the extra-board instead of running a bid. It should be left up to the driver, period!

As for the 8-for-10-hour call, VP Johnson is proposing to TMI that it is okay for the driver to be called on his eighth hour on a layover, and to report to work on his 10th. Johnson is violating Article 42, Section 4, (d) of our Southern Road Contract!

We are the only supplement in the NMFA that reads: NMFA, Southern Road Supplement; Article 42, Section 4 (d). An employee is not eligible for dispatch until his/her elapsed time in a terminal is equal to the minimum running time plus a **statutory rest period**.

The company has **never** been allowed

to break our rest and call us at six for eight hours. What gives VP Johnson the right to allow them to call us now that the statute of law has been changed from eight hours rest to 10 hours rest?

Once again, our rights in our NMFA that 86 percent of the members all voted for are being changed without a vote. Who benefits from running over 600 mile runs and then having to be awakened on eight hours off and report on your tenth hour, only to run another 600 miles on less than eight hours sleep? You can bet it is not the driver!

The Hours of Service of 2004 are being implemented to help keep a driver from being fatigued and to save lives. How can giving up our statutory rest period rights be beneficial in the name of safety?

The media is telling the public not to worry, even though we are having to drive 11 hours, we are going to get two more hours of rest. What a lie!

**Yours in safety,
Jimi Richards, Local 728**

Freightlines

IBT Organizes at USF Subsidiaries

USF Dugan, Bestway, and Reddaway are all current targets for IBT organizing. In February and March, the union filed for elections at terminals in Nashville, Mobile, Kansas City, Cincinnati and Memphis. Organizing continues throughout USF's nonunion operations. This effort occurs as James Hyland, USF vice president of corporate communications, made recent comments about moving towards "one company." The IBT represents drivers, dock and office workers at USF Holland and Red Star. All our brothers and sisters need to get involved in supporting this organizing effort. Let's expand our ranks and get these folks covered under the National Master Freight Agreement.

Settlement in CF Privacy Case

A U.S. Bankruptcy Court judge approved a \$3 million settlement in a suit brought against CF. The case stemmed from a 1997 case where CF was charged with spying on employees. The company had set up secretive video equipment in the men's room of their Mira Loma, Calif., terminal. Company officials claimed the cameras were installed to uncover illicit activity such as theft and drug use. Judge Mitchell Goldberg ruled otherwise. Under the settlement, plaintiffs have 90 days to file an individual claim that could amount to as much as \$5,000. People wanting to file a claim can call the law firm of Myers & Siegel at (909) 398-4200.

DHL Proposes Seniority Process at Airborne

Last year's DHL purchase of Airborne raised many questions and concerns for some 9,000 Airborne Teamsters. Many Airborne Teamsters are covered under the National Master Freight Agreement, while others are under "white paper" contracts. A key concern is how these Teamsters will be integrated with DHL's nonunion employees.

For those areas covered under the NMFA, DHL has submitted a proposal to the IBT for a change of operations hearing. The company has outlined what they call an "initial estimate" of the numbers of new jobs needed as the result of the merger. They propose a "preliminary integration bid." Small numbers of DHL employees would follow the work in their particular areas to the Airborne NMFA board with the newly created "estimated" numbers. These former nonunion drivers would dovetail onto the NMFA seniority list based on their DHL seniority.

After a 60-day period, DHL proposes submitting a final amended document reflecting the number of actual jobs created at each NMFA location, leading to an adjustment in the number of DHL employees dovetailed, with a "final integration bid" where the combined workforce will bid. Any employee not awarded a bid position will be placed in the applicable laid off pool. Members are awaiting the union response and plans for integration at the many white paper locations.

Supremes to Hear NAFTA Case

The Supreme Court will review a lower court decision requiring the government to conduct an environmental impact study before permitting Mexican trucks to travel on U.S. highways. The Federal Motor Carrier Safety Administration (FMCSA) had published regulations to allow trucks from Mexico to enter the country and use all U.S. highways.

The rules also established safety and monitoring procedures. Public Citizen challenged these rules arguing that the U.S. had failed to conduct a necessary environmental impact study. In January, 2003, the Ninth U.S. Circuit Court of Appeals affirmed a lower-court ruling in favor of Public Citizen. In addition to appealing the ruling, the FMCSA has also begun to conduct the environmental review process. The case will be heard on April 21.

Carhaul News

Penske Sells Leaseway; PLG Now Second Largest Carrier

Performance Logistics Group (PLG) will acquire all Leaseway Auto Carrier stock by the beginning of April from Penske. PLG, which already owns E&L Transport and Hadley Auto Transport, will now be the second largest auto carrier in North America. Leaseway operates 14 terminals with about 1,000 Teamster employees.

PLG is primarily owned by Onex Corporation of Toronto. Penske will now have a significant minority ownership as well.

Allied in Canada: Harassment Yes, Improvement No

Allied drivers in Ontario, Canada, report that management has gone over the top on discipline, such as giving two-week suspensions for torn tie-downs, which should be a reprimand for a first offense. They are telling drivers to do everything "by the book," but when drivers do so, and traffic then slows down, management comes back with threats.

"The wage freeze we're under is bad enough, but this harassment is worse," one driver told us. Local 938 says they will win the issue in arbitration, but drivers are looking for a stronger response from the union.

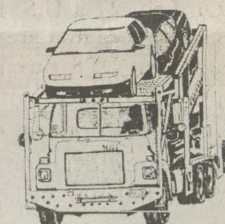
Meanwhile, Allied is behind schedule in converting trailers for the new, lower vehicles that will be coming out of the Bramalee, Ontario, Daimler Chrysler plant, and did nothing to gain traffic during the CN rail strike in Canada. Management should concentrate more on improving operations and less on harassing drivers.

Local Riders: Procedures Needed

Carhaul and freight Teamsters often have problems getting full union support in bargaining and protecting local riders or dispatch procedures. Some locals ignore the issue. Others will try to bargain without membership involvement or even a vote. Recently Dayton, Ohio, Local 957 officials were going to hold a vote on dispatch procedures at Allied, but would not distribute the proposal in advance for drivers to study, until drivers raised a fuss. Cassens drivers in Detroit Local 299 want to renegotiate their local rider, which has not been touched in about nine years.

When Ron Carey was International president, the International had a policy that local riders are subject to membership vote. We need that policy, along with grievance panels that will actually stand up for the members when companies will not bargain fairly.

If you have problems with work rules or local riders, contact TDU. We'd like to see the good, the bad and the ugly in this department. Together we can win some improvements.



New Document Reveals What He Knew and When He Knew It ...

Hoffa Lied About Central States Benefits to Sell Contracts

Documents obtained by TDU prove James Hoffa knew that Central States trustees were discussing benefit cuts in early 2002, before the UPS, freight, and carhaul contracts were bargained.

Yet not only did the union leadership ignore the information, they repeatedly lied to members to sell the 2002 and 2003 contracts.

Union and pension fund officials have claimed they did not realize the fund was in trouble until *after* these agreements were negotiated. In a Dec. 11, 2003 statement, Hoffa claimed he was "shocked" to learn of the benefit cuts that his own union trustees proposed.

The Saxbe Report

Hoffa and officials at the fund knew the cuts were coming over a year before. A report sent to the fund's executive director and trustees on May 3, 2002 by Central States Independent Special Counsel William Saxbe warns that "asset losses have precipitated a near-term, very serious problem."

It says that Central States' own actuary "projects that the Fund will incur a funding deficiency by the year 2006." Trustees will have to "consider increasing contributions or reducing future accruals."

This warning came three months before the UPS contract expired, when new benefits contribution rates would be set, and a year before the freight and carhaul contracts expired.

Saxbe's report was sent to Federal Judge James Moran and to Ron Kubalanza, the fund's executive director. Union trustees then provided it to top Hoffa ad-

ministration officials and even to Hoffa's PR man, Richard Leebove. But it was kept secret from working Teamsters and retirees in the Central States Fund.

The Saxbe report also states that financial studies warning that the fund must increase employer contributions or cut benefits were given to the Central States trustees at meetings in early 2002. Those trustees included Hoffa's right-hand man, IBT Vice-President Phil Young.

The Cover-Up

President Hoffa and other top officials hid this from Teamster members. As the ballots were going out to vote on the UPS contract, union officials told members it was "the best contract ever" and that benefits were secure.

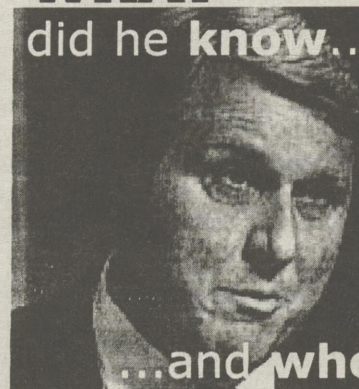
The International Union sent members a newsletter saying that the agreement "will insure that health care benefits are maintained and that pension fund trustees have the necessary funding to protect members' pensions, despite the shaky economy and declines in the stock market." (Teamster "UPS News," July 29, 2002)

Members ratified the contract based on these promises. The same false promises were later made to freight and carhaul workers. Then 200,000 members in the Central States fund were hit with huge benefit cuts on Nov. 19, 2003.

Lost Chance to Save Benefits

Could our union have pressured UPS to give greater benefit contributions? In 1997, former Teamster President Ron

WHAT
did he know...



...and when

DID HE KNOW IT?

Pension Cut Cover Up

A TDU Special Report

Carey led a strike against UPS to force the company to create more full-time jobs. It worked.

In 2002, James Hoffa settled with the company two weeks before the contract expired. Management knew that Hoffa wanted an early settlement and had not prepared members for a strike. This took pressure off of UPS. That kind of pressure might have won bigger benefit contributions.

Members could have also been given a say in how money was allocated under the new contract. Pensions were identified as the top priority for full-time UPS workers in a survey done by the International Union prior to contract negotiations.

"If members were shown that the fund was really in trouble they would have

given up part of the wage increase to preserve benefits," North Carolina Local 391 retiree Beverly Calhoun said. "If the IBT thought the fund was in trouble, why didn't they say so?"

Instead, Teamster members were repeatedly lied to. But now we know the truth and can make a change. TDU and the Central States Pension Improvement Committee are organizing to demand accountability from Hoffa and the fund trustees. Get involved so we can together make sure that we are never lied to again about the benefits we depend on.

For a copy of the Saxbe report, call TDU at 313-842-2600 or e-mail us at tdu@tdu.org. It is available free to TDU members, donations requested from non-members.

PR Man Got Report Hidden from Members

Who Is Richard Leebove?

In June a top Hoffa aide quietly faxed a copy of a secret report on the Central States fund to a professional smear artist named Richard Leebove.

Who is Richard Leebove, and why was he among the first to learn that the Central States fund was considering pension cuts — a fact kept from Teamster members for the past two years?

- Leebove is a non-Teamster who has a long history of doing PR work for various Teamster officials at the International, joint council and local level.

- Leebove formerly worked as a smear artist for Lyndon LaRouche, a scam artist who has run for President and been imprisoned for fraud. Leebove first made

his mark in the Teamsters working for Jackie Presser's "BLAST" goon squad. BLAST was exposed by the President's Commission on Organized Crime and cited in the racketeering lawsuit filed against the Teamster leadership. Leebove's operations were detailed in the book "Lyndon LaRouche and the New American Fascism" by Dennis King, which was distributed by the AFL-CIO.

- Leebove was hired by top Teamster officials in January to produce leaflets filled with lies about TDU, to try to defend the Central States fund's pension cuts. More recently he was employed to try to unseat Teamster reformers who had won office in Milwaukee Local 200. He failed.
- Leebove was banned by the Election Officer from participating in the 1998

Teamster International election after it was proved that he made an illegal \$167,000 employer contribution to the Hoffa campaign. Then he was temporarily banned from participating in the 2001 election after it was proved that he informed certain companies seeking to do business with the Teamsters that they should donate to the Hoffa campaign's legal fund.

- Leebove is a golfing partner of James Hoffa and various corporate executives as well.

This is the man who was among the very few to receive a secret report on the Central States fund.

Instead of sharing the information with members, who could then make informed decisions on the big national contracts, the leadership gave it to their PR man, Richard Leebove, to prepare a campaign of lies and cover-ups.



Richard Leebove (left) at a Hoffa campaign event.

Did You Get To Vote on the Central States Trustees? These Officials Did!

The secretive world of Central States Pension Fund trustees is a source of concern to Teamster members. A reappointment this month sheds light on how the system works and why it needs to be changed.

On March 31, 2004, Fred Gegare's term as a union trustee of the Central States Pension and Health & Welfare Fund ends. As union chair of the trustees, he led the drive to cut benefits for working Teamsters and retirees. Despite this betrayal, Gegare is being rubber-stamped for another five-year term, and a local union officer in your area is helping to make it happen.

Central States Selection Boards

Ten trustees control the Central States Pension and Health & Welfare Funds. Five were chosen by the employers. The other

five were put in place by two Teamster selection boards.

The selection boards are made up of 13 Teamster officials from the Central Region and nine from the Southern Region. Each state with members in the fund is supposed to have one representative on the selection board, who is picked by vote of the principal officers in that state. (But North and South Carolina have no say. Nor do states that have pockets of members in the fund, like Colorado and Virginia.) The Central Region selection board names four trustees and the Southern board names one.

The Trustee Selection Boards date back to 1994, when former Teamster President Ron Carey eliminated the wasteful Regional Conferences. Before that, the heads of these conferences hand

picked trustees. The elimination of the conferences opened up an opportunity for change.

TDU supported having the elected vice presidents in the Central and Southern regions be trustees of the fund. That way members could decide. Instead, the trustees set up the selection boards to keep themselves and their old guard friends on at the fund.

Many members of the selection boards are on the payroll of Teamster General President Hoffa, drawing multiple salaries and pensions from our union. Their officers-only pension, the Family Protection Plan, provides generous benefits and has not undergone any cuts. Most of the other selection board members are close Hoffa allies.

Winning Accountability

Currently, members have no direct say over our benefit fund trustees. But we do have the right to vote for the local union officers who name representatives to the selection boards and for the International Union officers who head our

union. We need to use that right to choose officers who will defend our benefits. The more pressure we build now, the more likely we will win benefit improvements before the next IBT election in 2006.

We also need to look down the road for ways to win more accountability. An important change would be to give members the right to vote for benefit fund trustees. That's what TDU and the vast majority of Teamsters have always wanted.

This change can be made at the 2006 IBT Convention by an amendment to the Teamster Constitution.

In 2006 we need to go to the convention with more delegates, momentum for change, and a mandate to win this important right. Central States will still fight accountability, but once we have this policy enshrined in the IBT Constitution, it will be harder for them to resist.

Local union delegate elections start in the fall of 2005. Plans for those elections need to start now. Building the CSPIC network and recruiting to TDU are two steps we can take now to prepare for the important battles ahead.

Central States Trustees

Union Trustees		
NAME	REGION	TERM EXPIRES
Fred Gegare (chair)	Central	March 31, 2004
Jerry Younger	Central	March 31, 2005
George Westley	Southern	March 31, 2006
Chuck Whobrey	Central	March 31, 2007
Phil Young	Central	March 31, 2008

Employer Trustees	
NAME	COMPANY
Howard McDougall	(chair)
Christopher Langan	United Parcel Service
Arthur Bunte, Jr.	Trucking Management, Inc.
Tom Ventura	Yellow Freight
Gary Caldwell	ABF

Officials Who Select Trustees

These Teamster officials hand-pick the five union trustees at the Central States Pension and Health and Welfare Fund. The Central Trustees Selection Board picks four. The Southern Board picks one.

Central Selection Board			Southern Selection Board		
Name	State	Local	Name	State	Local
Tom Keegel*	Minn.	120	Ken Wood*	Fla.	79
Fred Gegare*	Wisc.	75	Waymon Stroud	Ga.	728
Les Singer*	Ohio	20	Billy Cullen	Tenn.	480
Danny Barton*	Ind.	135	W.C. (Willie) Smith	Miss.	891
Larry Brennan*	Mich.	337	James Nolan	La.	270
Jerry Vincent	Ky.	783	Billy Patrick	Ark.	878
Tony Judge	Ill.	706	Charles Sullivan	Ala.	991
Jim Kabell	Mo.	245	Jerry Van Allen	Okla.	516
William Moore*	Kan.	696	Jerry Putnam	Texas	997
Dave Baker	Iowa	421			
James Sheard, Jr.	Neb.	554			
Ron Larson	S. Dak.	749			
Al Thomas	N. Dak.	123			

*Also employed by the International Union.

Members, Locals Demand:

Open the Books!

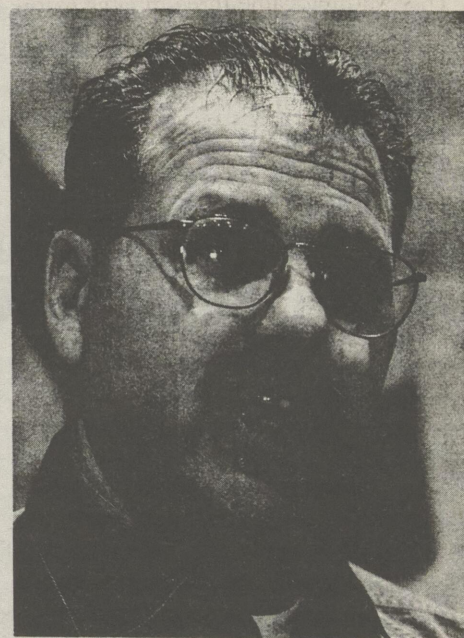
If Central States feels their benefit cuts are justified, why won't they open their books for inspection?

That's what members and local unions are asking. At the March union meeting in Atlanta, Local 728 member Larry Macdonald raised a motion that Central States disclose the financial records they have used to make decisions about benefits. The president of Detroit Local 299 has made a similar demand in writing to Central States.

A full evaluation of the fund's condition can only be made using the actuarial valuation reports and recommendations made by the fund's own actuarial consultants.

The Form 5500's, which the fund submits to the Department of Labor, are too general and too out of date — the most recent 5500 available is based on 2002 actuarial data.

"Before the last contracts were bargained the fund and the IBT withheld critical information from members," said Local 728 member Randy Brown. "Now it is time for them to come clean. We need less PR and more of the detailed and timely information needed to evaluate what has happened to the fund."



"Before the last contracts were bargained the fund and the IBT withheld critical information from members. Now it is time for them to come clean."

Randy Brown
Local 728, UPS
Atlanta

Teamster Viewpoint:

Central States Pension Cuts Affect All Teamsters

Jim Jacob
Local 251, USF Red Star
Providence, R.I.

After I learned about the pension cuts in the Central States, I was disgusted about what was happening to my Teamster brothers and sisters. But I'd be lying if I didn't also admit that I was relieved that we'd been spared those kind of drastic cuts in New England.

"If Hoffa doesn't resolve this problem by securing higher employer contributions before we're back at the table with the employers, then our bargaining power is going to be spent before we ever even get to the table. We're going to have to use every chip we have just to restore benefit levels in the Central States."

I know Teamsters in other funds in the East like the New York State Teamsters, New York City Local 804, New Jersey Local 177 and the Virginia Fund also feel that they've dodged a bullet.

But my relief is giving away to concern for my future. No Teamster is an island. And the Central States pension cut crisis threatens us all.

The news that Hoffa knew that pension cuts were on the table *before* he negotiated the UPS, freight and carhaul contracts

should be a wake-up call to every Teamster. It is one thing to put out spin about the "Best Contract Ever." We've come to expect that kind of hot air from the Marble Palace.

But whatever differences we might have with Hoffa, he's our general president. We believed Hoffa when he told us *in writing* that our pensions would be secure under the new contracts at UPS,

freight and carhaul. Some of us voted yes; others voted no. But we all believed we were voting on the real deal.

Now it comes out that Hoffa was lying to 200,000 Teamsters in the Midwest and South. We now know that at the very moment he was making his promises, Hoffa had a report in his hand that trustees in the Central States were considering pension cuts.

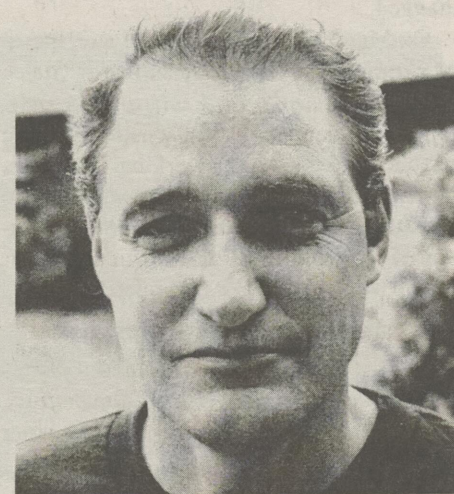
Hoffa had this information but never shared it with the members. He just kept

churning out the PR. Teamsters have seen their retirement dreams go up in smoke. The health of Teamster families is at risk because members' health premiums have gone through the roof. You've got to ask yourself, if Hoffa could do that to 200,000 in the Central States, do you think he wouldn't do it to us?

If you still think you're immune from the Central States pension cut crisis then think about the next round of contract talks. If Hoffa doesn't resolve this problem by securing higher employer contributions before we're back at the table with the employers, then our bargaining power is going to be spent before we ever even get to the table.

Pension improvements? Wage increases? Think again. We're going to have to use every chip we have just to restore benefit levels in the Central States. And at UPS members will have to fend off another company attempt to take over members' pension plans.

Hoffa's deception in the Central States is not going to make our fight to save our Teamster plans any easier. But UPS Teamsters should remember that management got the same report from the Central States trustees that Hoffa did. They knew pension cuts were on the table in the Central States. Management wasn't an innocent bystander. The members in the Central States got a screwing from both sides.



Jim Jacob, Providence, R.I. Local 251

For now, I'm still one of the lucky ones. But I don't kid myself. An injury to one is an injury to all. We might not feel the pain immediately, but it's bound to get us down the road.

That's why I'm involved in TDU — and that's why you should be too.

We've learned the hard way that we're not always going to get the straight story about our contracts from our International officials. When members have the real information in our hands, that protects us from officials — whether they be from the company or the union — who want to try to pull a fast one on us.

Armed with that information, we can fight to strengthen our contracts, our pensions and our union.

Impact of Increased Health Insurance

Costs Beginning to Sink In

In 2002 and 2003 top Teamster leaders promised that health coverage would be protected and maintained in the national contracts.

That promise has gone by the wayside in the Central States area. Now Teamsters are starting to feel the impact of the medical cost increases.

Among the cuts announced by Central States in November were significant increases in deductibles and copays. These increases included:

- Doubling the office visit copay to \$20.
- Shouldering members with 20 percent of laboratory and x-ray costs.
- Doubling yearly deductibles to \$200 per person and \$400 per family.
- Boosting prescription drug costs from \$2 per prescription (generic) to 20 percent of cost up to a cap of \$200 per prescription.
- Eliminating the deductible carryover provision.

Combine these costs and an average Teamster family with modest health insur-

ance usage is paying hundreds of dollars more per year in medical costs.

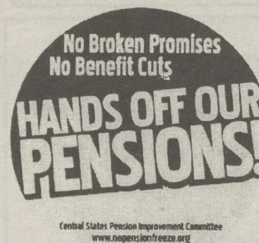
Teamsters and families with serious or chronic health problems are paying even more. These expenses wipe out a good portion of the yearly wage increases, another feature of the "best ever" contracts.

Retirees on fixed incomes are also hit hard. "My wife and I each have several prescriptions," Georgia retiree James Wright said. "We are paying hundreds more a year just on one of those and at this point I can't afford to pay for all of the prescriptions I need."

More to Come?

Recently Central States announced that all employer benefit fund increases will be diverted to the pension fund. With no increases going into the health fund are Teamsters going to face even more cost increases in the future? That is one of many questions Teamsters have about the actions being taken by fund trustees and administrators.

Get the Materials You Need to Organize!



Stickers and Buttons

Buttons are 2 1/4"; new, improved stickers are 2 1/2".

Buttons: \$1 each; 50¢ for 10 or more.

Stickers: \$1 for 5; \$6 for 50; \$10 for 100

Send Me:

☐ Buttons ☐ Stickers ☐ Copy of the Petition

Name Local

Address

City State Zip

\$ Total Enclosed

credit card number: Exp.

Return to TDU, Box 10128, Detroit, MI 48210

Download the Latest Info

Visit www.tdu.org and www.nopensionfreeze.org for the latest pension news and to download flyers, bulletins and the pledge petition.

Answers to Recent Pension Questions

Pay Attention to Your Pension!

Hard-working Teamsters look forward to the day when they can retire and collect their pension. But retiree benefits are under attack by employer and union trustees at some large Teamster funds. Many members are now worried about when that retirement date will come and how big or small that pension check will be. Here are answers to some questions you or your coworkers might have.

How long do I have to work and how much of a monthly pension will they owe me?

You can find out how your benefit level will be calculated from the pension fund's *Summary Plan Description*, which they are required to send you upon your request. To receive the highest benefit levels, you usually have to work a long time (30 years or more), and you might have to reach a minimum age before retiring.

What if I quit or retire sooner?

You can become *vested* in a smaller benefit sooner, meaning you are guaranteed to receive some pension benefit in your old age even if you quit today. Prior to passage of ERISA, the federal law governing pensions, a Teamster in the Central States fund would not be entitled to *any* pension benefit at all if they did not complete a full 20 years working for a contributing employer. ERISA's vesting rules soften these harsh policies.

ERISA provides two minimum vesting schedules. Your pension fund can establish more generous rules but not worse ones. One schedule gives you a

right to an increasing percentage of the benefit between three and seven years of service. The other schedule, which most Teamster plans use, requires five years of work to vest in any pension benefit. Vesting rules have gotten more generous over time. Before 1976 there was no limit on the number of years of work that could be required to vest. ERISA set a 10-year vesting requirement, which was later lowered to five years.

Also, you can be denied vesting credit for years worked prior to 1985 if you were not at least 22 years old at the time. The age was then lowered to 18.

Can they cut my pension after I retire?

In the vast majority of cases, no. ERISA's anti-cutback provisions forbid amendments to a pension plan that reduce benefits you have accrued while you were working. A rare exception would be where a failing plan does not have enough money to meet its liabilities and is intervened by the Pension Benefit Guarantee Corporation. This is extremely rare in multi-employer funds like the Teamster plans, because employers are legally required to kick in more money to keep the plan solvent long before it gets to this point.

Unlike your pension benefit, the amount you will pay for health and welfare is not locked in. It can be raised after you retire. The Central States Health and Welfare Fund recently announced that they would raise retirees' monthly payment for

Concerned about your pension?

Contact TDU at 313-842-2600 or tdu@tdu.org to find out how you can get involved in the movement for pension justice.

coverage for a retiree and spouse by \$100 *every year* until further notice. At that rate, some retirees' pensions will be completely eaten up by health and welfare payments in a few years.

Aren't my retirement benefits set by the contract?

The contract specifies how much money will be put into the pension and health and welfare funds on your behalf. But the contract usually does not say how much the fund will pay out to you once you retire or what the details and costs of your retiree health coverage will be. Each benefits fund determines that.

Can I take a side job after I retire to supplement my pension?

It depends on your pension fund's rules. Some pension funds place no restrictions on work you can do after retirement and draw your pension. Others place strict restrictions and will withhold your pension if you take other work. Some of the most restrictive and complicated *reemployment rules* are in the Central States Pension Fund. A fund's *Summary Plan Description* should tell you what its reemployment rules are.

I worked a job with a Teamster pension. Then I left. After a few years I went back to working for a Teamster employer that paid into the same pension fund. Do my first years working count towards my pension?

Maybe, depending on how many years you worked initially, when the break in service took place, and how long it lasted. ERISA defines a one-year *break in service* as a calendar year or other 12-month period during which you worked less than 500 hours. Time off on pregnancy or maternity leave is not a break in service.

If you worked enough years before the break in service to become vested (see the question above on vesting), ERISA requires that you be given credit for those years. If you

did not work long enough to become vested, you might still be due credit. If your break in service came after 1984, you must be credited if the break lasted less than five years or was less than the number of years of service you had prior to the break. If the break occurred between 1976 and 1984, you must be credited if the break was shorter than the number of years you worked pre-break. ERISA's break in service rules don't apply to breaks prior to 1976.

I worked Teamster jobs for employers that contributed into different pension funds. Can I combine my years of service to get a pension?

Possibly, depending on your years of service in each fund and whether the funds have *reciprocity* with one another.

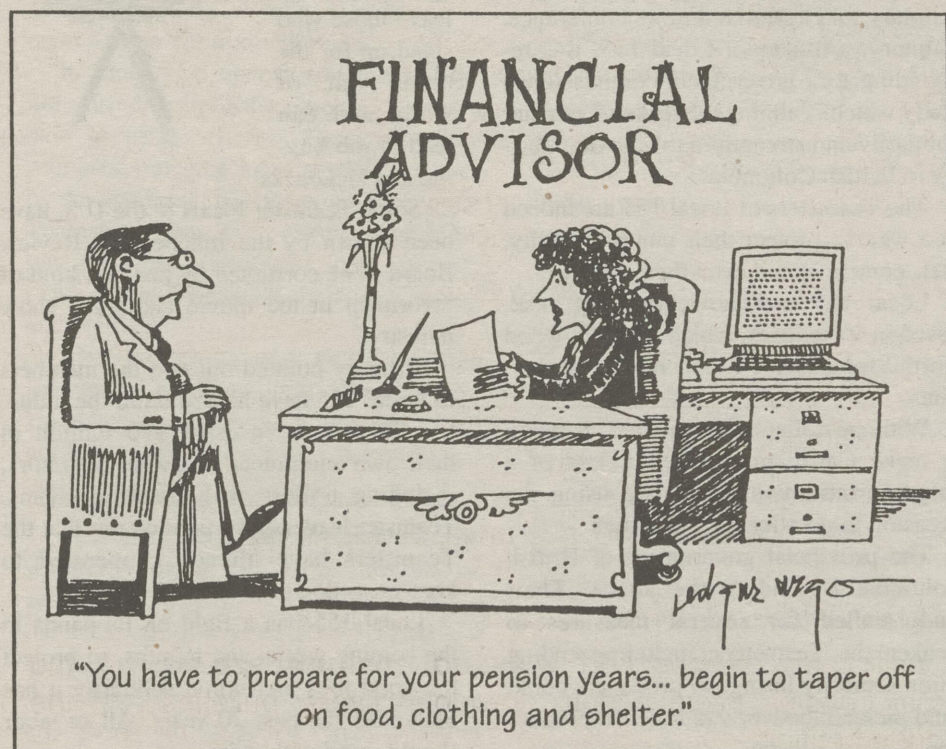
Reciprocity means that each fund recognizes years you contributed into the other fund for purposes of calculating years of credited service. Our union has a national reciprocal agreement that most Teamster plans have signed on to.

The Teamster plans also have a reciprocal agreement with the UPS Pension Plan covering part-time workers. But the Central States Fund is currently denying many Teamsters recognition of their years of part-time credited service because they refuse to recognize an improvement in the 2002 UPS contract that provides more liberal credit.

How can I learn more about the finances of my pension or health and welfare fund?

Every year the fund is required to send you a short *Summary Annual Report* that contains a basic financial statement for the prior year.

For more information, write the fund and request a current Form 5500 Annual Report for both the pension and health and welfare funds. This is a lengthy financial report that gives more detailed information on the fund's finances and investments. Your pension fund and health and welfare fund will have separate Form 5500s.



Reformers Win Again in Milwaukee

When the members of Milwaukee Local 200 voted a reform slate into office last December, Teamster President Hoffa and his friends on the Wisconsin Joint Council pulled out their bag of dirty tricks. Since they did not like the results of the election, they immediately ordered that a new one be held. They told members, "Vote until you get it right."

Their tricks failed. The Teamsters for

Change slate has won the rerun election by an even bigger margin in a record-turnout election.

"The members have spoken loud and clear," said Local 200 Secretary-Treasurer Tim Buban. "They voted for change last December and now they have reaffirmed their desire for change — big time!"

Local finances became a key issue in

"The members liked the fact that we trimmed the fat and put their dues money to work for them. We hired new, enthusiastic business representatives. We have been aggressive and tough at the bargaining table and at grievance meetings.

"We intend to build on this victory to return Teamsters Local 200 to the forefront of the labor movement."

Tim Buban, Local 200 Secretary-Treasurer

Labor Shorts



Girl Scouts Back Solidarity

During their recent annual fundraiser, Girl Scouts in Southern California honored picket lines in the UFCW grocery strike. The scouts, who sell about a quarter of their famous cookies in grocery storefronts, refrained from crossing picket lines at Von's, Albertson's, and Ralph's locations during the labor dispute, choosing to sell in alternative venues. According to the *Christian Science Monitor*, many Girl Scouts in southern California sold more than normal due to decreased competition from store-bought cookies.

Teamsters Strike Hawaii's Two Largest Concrete Companies

Teamsters at Hawaii's two largest cement suppliers have been on strike since early February, despite federal mediation and intervention by Governor Linda Lingle. The strike over increased health benefit costs at Ameron and Hawaiian Cement could impact the state's multi-billion dollar construction industry.

UNITE-HERE Merger

The Union of Needletrades, Industrial and Textile Employees (UNITE) and Hotel Employees and Restaurant Employees (HERE) have announced plans to merge into a single union. By pooling resources, UNITE-HERE expects to increase bargaining power and boost their efforts to organize low-wage service jobs largely occupied by immigrants and African Americans. Both organizations are expected to officially ratify the merger at a special convention in July. UNITE has been working with the Teamsters for the past year to organize 17,000 laundry workers and delivery drivers for Cintas, the largest industrial laundry and uniform renter in North America.

Employee Free Choice Act

The Employee Free Choice Act would make it easier for workers to form unions, according to the bill's sponsors, Sen. Edward Kennedy and Rep. George Miller. The proposed legislation would force an employer to recognize a union where a majority of workers have signed union cards, a process called card check, therefore eliminating the need to hold an official NLRB election. The bill would also force an employer to enter binding arbitration with a union if it fails to negotiate a first contract within one year of the union's inception. The bill currently has 170 co-sponsors in the House and 31 in the Senate.

Union Resource Network

Trying to plan a union-friendly vacation? The Union Resource Network (www.unions.org) has tips on finding union hotels, car rentals, and entertainment to ensure a more enjoyable, worker-friendly trip. Search by union, business, or location to support union-friendly businesses ranging from mortgage lenders to health care providers.

Americans Are Pro- Union by 2 to 1

A recent survey found that 62 percent of the public approves of unions and believes that unions improve wages, benefits, and working conditions and accurately address workplace issues. Of the 31 percent of respondents who disapprove of unions, corruption is the most often cited reason for their opposition.

Wal-Mart: Bad For Communities

A report issued by the House of Representatives Education and Workforce Committee argues that anti-union retail giant Wal-Mart places financial burdens on local communities.

Since many Wal-Mart employees often rely on welfare services like subsidized housing and medical care to make ends meet, local governments end up indirectly subsidizing Wal-Mart by \$420,750 per year for a typical store with 200 employees. The average Wal-Mart employee earned \$8.23 an hour in 2001.

the rerun election. At their first Executive Board meeting, the new leadership eliminated a fat extra pension old guard officials had maintained for themselves and saved an additional \$35,000 a year by cutting their own salaries.

"When the Teamsters for Change slate got in office in January, they revealed the level of wastefulness that had been going on," reported Carl Hansen a driver at ABF. "Members found out about all the excessive lunches and trips."

Jack Miller, a steward at Waste Management said of the former administration, "They hired an organizer, but who did they organize in all those years?"

Paul Host, another driver at ABF added, "Then they hired a second organizer. I guess they hate to eat alone."

"They abused the local's finances with the car allowance, the 401K, the \$260 dinners on top of their high salaries. It was just too much," Host

concluded.

Members were also encouraged by what they saw from the Teamsters for Change slate in their first two months in office. "After the first election, we had the largest turnout of members from the waste division that I can remember," reported Miller. Miller also attended a stewards seminar in January where all stewards and any member was welcomed. Over 100 participated in the event and Miller found it invaluable. "I wish this had happened 15 years ago. With what I learned, we won our last four grievances and got one guy \$1,200 in back pay."

"The members liked the fact that we trimmed the fat and put their dues money to work for them," said Buban. "We hired new, enthusiastic business representatives. We have been aggressive and tough at the bargaining table and at grievance meetings.

"We intend to build on this victory to return Teamsters Local 200 to the forefront of the labor movement."

Movie Drivers Local 155

Canadian Teamsters Fight for Jobs, Seniority

"If you're saying that Teamster Local 155 is going to bend over and not back up the members that have built this industry, then you have just declared war," Diana Kilmury told a March 4 news conference. Kilmury, a trustee of Local 155, was responding to a government-commissioned study which is aiming to weaken Teamster solidarity and strength in the movie industry in British Columbia.

The Teamsters of Local 155 are indeed in a war, to protect their union seniority, their contracts, and even their jobs.

Local 155 is a movie industry local, based in Vancouver, which is "Hollywood North" for many TV and movie productions.

With the dollar exchange rate changing to make Canadian production less of a bargain, anti-union forces are using the occasion to go after the Teamsters.

The provincial government of British Columbia is leading the attack. Their study called for several measures to weaken the Teamsters, including ending union seniority hiring, so producers could hand pick all the workers for each production.

This kind of favoritism undermines union solidarity, can leave those who stand up for the union out of work, and can lead to job buying and kickbacks.



Some Teamster locals in the U.S. have been shown by the Independent Review Board to be corrupted by just that kind of favoritism in the movie and trade show industry.

Kilmury pointed out that the members of Local 155 have helped build the industry. They have invested \$70 million in their own equipment, as owner operators, including trailers with dressing rooms. Teamster leaders also pointed out that the Teamsters have already cooperated to keep costs down.

Local 155 has a fight on its hands in the coming weeks and months, to protect the good jobs and union solidarity it has built over the past 20 years. All of labor should stand with them.

California Grocery Strike Ends

A four-and-a-half month strike and lockout is over, and 59,000 grocery workers from 859 Albertsons, Safeway, and Ralphs supermarkets in Southern California are back on the job.

The contract approved by members of the United Food and Commercial Workers Union (UFCW) has some improvements over the companies' initial demands, but also contains big concessions. Employers won a two-tier wage and benefit system under which new employees will make less than current employees. The companies will contribute just \$1.10 an hour for future employees' health benefits, compared to \$3.80 an hour for current workers.

Other UFCW and Teamster grocery industry workers will now face similar employer demands.

A Plan to Win?

The striking grocery workers deserve the respect of the entire labor movement. They showed amazing solidarity in standing up to these greedy companies to protect health care benefits. They were facing huge national chains with deep pockets. The companies showed "employer solidarity" by entering into a profit-sharing agreement for the length of the strike. And the union leadership did not have a good plan to deal with a long fight against ruthless employers.

The 1997 Teamster UPS strike shows how planning can lead to victory. Led by former President Ron Carey, our union

Local 320 Bylaws Change

Hoffa Vetoes Vote Before It Even Happens

Erik Jensen

Local 320, University of Minn.
Minneapolis

Members in Local 320 undoubtedly have a point of view when it comes to their union officials receiving multiple salaries, but they won't get a chance to express their opinion with a vote.

In January, a bylaws amendment was introduced to limit the amount of money paid to local officers. The amendment proposed reducing local officers' salaries by the amount(s) they received from other Teamster bodies. For example, Sue Mauren, principal officer of Local 320, gets extra checks from both the Joint Council and the IBT.

After consulting with Hoffa, Mauren informed members that the by-laws amendment introduced in January would not be brought up for a vote in March.

Hoffa Advises Local to Cancel Vote

In a letter to Mauren, Hoffa said he would not approve the bylaw and that he advised the local not to conduct a vote on the matter since it he would not approve it anyway. He claimed the bylaw violated the Teamster Constitution without citing any specific article, just his right "to act in

prepared months in advance of the contract deadline and involved rank-and-file UPSers in every step of the contract campaign. And our union developed a clear message that resonated with the public.

National coordination is important. The grocery chains lost between \$1.5 billion to \$2.5 billion in sales in California. But money was still coming in from their other stores around the country. They used their national profits to weather the strike. Contracts between the union and the same employers expired at about the same time in six other states. But these fights were not coordinated to maintain a united front against the employers.

And we have to be ready to pressure the employers. The union missed some opportunities. Pickets were pulled down at Ralph's (Kroger). A national strategy to pressure the companies was not discussed until late in the strike. And an employer weak point — the distribution centers where Teamsters work — was not exploited enough.

The Teamsters' Role

Teamster drivers and warehouse workers should be recognized for the crucial support they gave the strikers. It is a shame that their solidarity was not matched by our union's leadership.

Teamster drivers refused to cross picket lines at the grocery stores. In Oc-

tober, Teamster drivers, warehouse workers, and clerks honored UFCW picketlines at two distribution centers for two weeks before being sent back to work.

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Teamsters at all 10 distribution warehouses were finally pulled out on Nov. 24, seven weeks into the strike and after the stores had been supplied for the Thanksgiving holiday. The union had not prepared members to strike and offered little support. The IBT was slow in agreeing to pay strike benefits. On Dec. 22, Joint Council 42 President and International VP Jim Santangelo pulled the plug just in time to stock the stores for the holidays.

UFCW picketers at Vons' El Monte facility refused to pull down pickets, and Teamster Local 630 warehouse workers and Local 848 drivers continued to respect their picket lines in a great show of solidarity. The UFCW represents warehouse workers at three of four departments at Vons El Monte, the Teamsters at the other.

Wrong Lessons

Our union leadership seems to have learned the wrong lessons from the strike. Teamster Vice-President Jim Santangelo will lead negotiations with these

Different Lessons Learned in Grocery Strike

Teamster Vice President Jim Santangelo:

"I've got a feeling my people are going to want to enter into negotiations early, and maybe throw another year or two on the contract. We can't just go in there and be the tough guy. Those days are over in this industry. The cost of health and welfare is very, very expensive for the employer. The days when it's all free are behind us."

Frank Halstead, Local 572 Ralph's Grocery worker:

"We need to develop a strategy to take on these employers or they will do to us what they did to the grocery clerks. We need rank-and-file members involved in the negotiations so that our issues are addressed. We need to reach out to allies in the community early on. We need a plan to win."

same chains for Teamster drivers and warehouse workers whose contract expires Sept. 15, 2005. What he says about the upcoming negotiations should please the employers and shock Teamster members.

In an interview in the *Inland Southern California Press Enterprise*, Santangelo says, "I've got a feeling my people are going to want to enter into negotiations early, and maybe throw another year or two on the contract. We can't just go in there and be the tough guy. Those days are over in this industry. The cost of health and welfare is very, very expensive for the employer. The days when it's all free are behind us."

California grocery Teamsters can't afford to have sell-out leaders like Santangelo heading these tough negotiations. Our union has to be prepared to fight to protect our benefits, not to make excuses for the bosses who want to cut them.

"We need to develop a strategy to take on these employers or they will do to us what they did to the grocery clerks," said Frank Halstead of Los Angeles Local 572. "We need rank-and-file members involved in the negotiations so that our issues are addressed. We need to reach out to allies in the community early on. We need a plan to win."

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Join the Fight for Our Union's Future: Don't Miss the 2004 TDU Convention! October 22-24, 2004

Why should I attend the 2004 TDU Convention?

In the last year, we've seen broken promises and attacks on our democratic rights; from pension cuts to mid-contract concessions to serious corruption among our Teamster officials. Meanwhile, our movement has made important gains in the fight for fair pensions and won reform leadership in important Teamster locals. The tide is turning against Hoffa, and the TDU Convention is where the plans will be set that will change the course of our union. Be there and help build TDU and the future of the IBT.

Where will the convention be held?

This year we'll be at the Cleveland Sheraton Airport on October 22-24. Just minutes from the terminal, the hotel offers free shuttle service and complimentary parking for guests. Guest rooms are newly renovated.

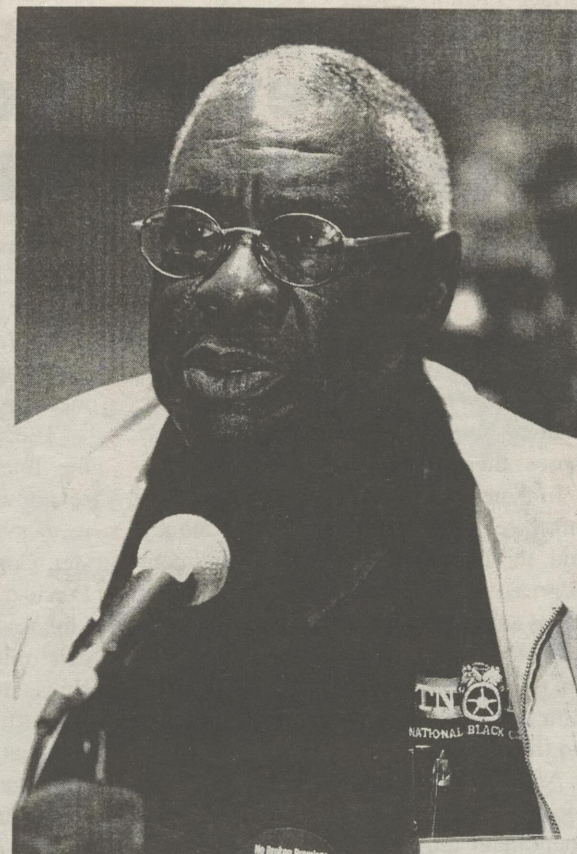
What can I expect at the TDU Convention?

Lots! Each day offers a variety of activities:

Workshops: Tackle the nuts and bolts of Teamster reform and learn strategies for involving members with workshops like "Running for Local Union Office," "Using the Grievance Procedure," "Organizing to Defend our Pensions and Health Benefits," and many more. A full list of workshops will become available as the convention gets closer.

Jurisdictional Meetings and Caucuses: You'll have an opportunity to meet with Teamster reformers from around the country and from your industry. The convention offers jurisdictional meetings for UPS, freight, carhaul, meatpacking and food processing and other jurisdictions. The convention also includes meetings of the Latino Teamster Caucus, The Teamster Women's Network and the TDU Black Teamster Caucus.

Speak Out: General sessions at the convention are a chance for you to speak your mind, to hear reports from reform leaders and activists from around the country, and panel speakers addressing important Teamster issues. The convention is also where we'll elect the TDU International Steering Committee, and set strategy to for the coming year.



What will it cost and how can I register?

Registration for all three days is \$185; \$160 for two days; and \$100 for Saturday only. Meals, including Friday and Saturday evening banquets are included, as are educational materials. Hotel rooms are \$95 per night, single or double, tax included. To register early and save, contact TDU at (313) 842-2600 or register online at www.tdu.org. Just click on "Convention" and follow the instructions.